

ANNUAL PUBLIC FILE EEO REPORT

KVDA TV-60

Call Sign of Station(s): KVDA 4/1/2018– 3/31/2019

1. List all full-time job vacancies filled by any station covered by this report during the past year.

- 37806BR Producer
- 39386BR Producer
- 39611BR Commercial Producer
- 40277BR Assignment Desk Editor
- 40562BR Video Journalist
- 40618BR News Photographer
- 40946BR Creative Services Intern
- 41081BR Sports Anchor / VJ
- 42178BR Video Journalist
- 42651BR Producer
- 43220BR Producer
- 43619BR Video Journalist
- 43687BR Vice President of Sales
- 45117BR Producer

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. **Forms are at the end of the report.**

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

48 total interviewees

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
NBCUniversal Website	36
Employee Referral	2
Career Builder.com	0
Internal Hire	3
TVJobs.com	0

Career Fairs/Diversity Events	2
External/Industry Referral	2
Contacted by NBCUniversal HR	2
YOH Managed Staffing	1
Americas Job Bank	0

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

JOB FAIRS AND CAREER DAYS

Telemundo Academy

3/23-3/24/2019

Summary: Telemundo San Antonio supports higher education and contributes directly to a joint program with different universities. Our Telemundo Academy brings first-hand experience and training to college students pursuing a career in journalism. In the two days of intense training, participants learned what it is like to work in a real newsroom. Jairo Moreno, our Weekend News Anchor actively participated conducting a seminar to teach the implementation of cellphones for news gathering purposes in Gainesville FL.

National Association Hispanic Journalists

7/18-7/21 2018

James Arroyave, Talent Acquisition Recruiter, Adolfo Segura KVDA's News Director, Jose Suarez, General Manager and Jairo Moreno, Weekend News Anchor attended NAHJ in Miami. Both Adolfo and James Arroyave conducted a meet and greet and interviewed prospective employees. Our General Manager, News Director, and Weekend News Anchor traveled there to share what we do at our newsroom. They did a seminar to teach the implementation of cellphones for news gathering purposes. Estimated attendance: 1000+

Student Veteran Association

1/03-1/05/2019

James Arroyave, Talent Acquisition Recruiter attended SVA National Convention in Orlando, Florida. The conference consisted of a Career Fair and several panels happening throughout the 2 day event. Comcast NBCUniversal hosted a Career Booth as well as a Panel Discussion & Networking Workshop.

Community Outreach

4/21/2018

Telemundo San Antonio employees participated in Comcast Cares Day (beautification project) at an IDEA school.

08/10/2018

Apoyando a Nuestras Escuelas – School supply drive that collected almost a ton of supplies.

10/18/18, 10/25/18, 11/08/18, 11/29/18, 12/13/18, 1/17/19, 2/07/19, 2/21/19 & 3/07/19

Telemundo San Antonio Anchors participated in the “Leyendo con Telemundo” initiative in partnership Communities in Schools where our anchors go and read to children.

Station Website

KVDA has an EMPLOYMENT (JOBS) space on its page with a link to NBCUnicareers.com.

EMPLOYEE EEO TRAINING

All employees, including management, must complete Diversity and Inclusion training when they join NBCUniversal. In addition, KVDA continues to regularly offer trainings to employees addressing methods of ensuring equal employment opportunities and preventing discrimination. Such trainings include: Diversity and Inclusion training, Integrity training, and Code of Conduct training.

INTERNAL SKILLS ENHANCEMENT PROGRAMS

Station employees are provided with training and development opportunities designed to enhance their abilities to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, station employees participated in the Talent Lab and the Harvard Manage Mentor Tool training opportunities. In addition, NBCUniversal offers online courses on various topics available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 37806BR Producer

Date Job Filled: April 25, 2018

Recruitment Source
That Referred

Ultimate Hire: NBCUnicareers.com

Number of Interviewees: 2

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e- mail	Has this source requested notices?
nbcunicareers. com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	James.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 39386BR Producer

Date Job Filled: April 2, 2018

Recruitment Source
That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 39611BR Commercial Producer

Date Job Filled: June 2, 2018

Recruitment Source
That Referred

Ultimate Hire: Employee Referral

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV- 60

Job Title: 40277BR Assignment Desk Editor

Date Job Filled: April 20, 2018

Recruitment Source
That Referred

Ultimate Hire: External/Industry Referral

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 40562BR / Video Journalist

Date Job Filled: May 18, 2018

Recruitment Source
That Referred

Ultimate Hire: Career Fairs / Diversity Events

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV- 60

Job Title: 40618BR News Photographer

Date Job Filled: April 3, 2017

Recruitment Source
That Referred

Ultimate Hire: NBCUnicareers.com

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 40946BR Creative Services Internship

Date Job Filled: July 16, 2018

Recruitment Source

That Referred

Ultimate Hire: Employee Referral

Number of Interviewees: 5

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 41081BR Sports Anchor / VJ

Date Job Filled: May 19, 2018

Recruitment Source

That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela Montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 42178BR Video Journalist

Date Job Filled: July 25, 2018

Recruitment Source

That Referred

Ultimate Hire: NBCUnicareers.com

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 42651BR Producer

Date Job Filled: September 08, 2018

Recruitment Source
That Referred

Ultimate Hire: Career Fairs/Diversity Events

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 43220BR Producer

Date Job Filled: October 2, 2018

Recruitment Source
That Referred

Ultimate Hire: Contacted by NBCUniversal HR

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 43619BR Video Journalist

Date Job Filled: October 10, 2018

Recruitment Source
That Referred

Ultimate Hire: External/Industry Referral

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Americas Job Bank	james.arroyave@nbcuni.com	James Arroyave	954-622-6839	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 43687BR Vice President of Sales

Date Job Filled: December 14, 2018

Recruitment Source

That Referred

Ultimate Hire: Internal Hire

Number of Interviewees: 4

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	gregory.smith1@nbcuni.com	Gregory Smith	212-664-5668	No
Americas Job Bank	gregory.smith1@nbcuni.com	Gregory Smith	212-664-5668	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Station: KVDA TV-60

Job Title: 45117BR Producer

Date Job Filled: March 25, 2019

Recruitment Source

That Referred

Ultimate Hire: Contacted by NBCUniversal HR

Number of Interviewees: 3

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	gregory.smith1@nbcuni.com	Gregory Smith	212-664-5668	No
Americas Job Bank	gregory.smith1@nbcuni.com	Gregory Smith	212-664-5668	No
Employee Referral		Olga Aldape	Olga.aldape@nbcuni.com	No
Internal Hire		Olga Aldape	Olga.aldape@nbcuni.com	No
Tvjobs.com	http://www.tvjobs.com/			No
YOH Managed Staffing		Mariela Montoya	Mariela.montoya@nbcuni.com	No